

Dear

**FREEDOM OF INFORMATION – BULLYING AND HARASSMENT**

I write in response to your request for information in relation to bullying and harassment.

Question:

- The number of incidents of bullying and harassment (excluding sexual misconduct) reported each year for the last five years

Answer:

Year	Medical and Dental Staff	All other Staff
2021	5<	17
2022	5<	23
2023	5<	26
2024	0	28
2025	5<	12
Total	10	106

To protect the identity of the individuals involved any figure of 5 or less has not been shown in the table above. Since we do not have their consent to release this data from their records, the information is exempt under section 38(1)(b) of the Freedom of Information (Scotland) Act i.e. to provide it would breach the Data Protection Act (2018).

Question:

- A breakdown of incidents of bullying and harassment by medical specialty including anaesthetists.

Answer:

Due to low numbers we are unable to provide this data as it may identify individuals. Since we do not have their consent to release this data from their records, the information is exempt under section 38(1)(b) of the Freedom of Information (Scotland) Act i.e. to provide it would breach the Data Protection Act (2018).

## Question:

- The number of incidents of sexual misconduct reported each year for the last five years.

## Answer:

Year	Sexual Misconduct
2021	5<
2022	0
2023	0
2024	5<
2025	5<
Total	5<

## Question:

- A breakdown of incidents of sexual misconduct by medical specialty including anaesthetists

## Answer:

Due to low numbers we are unable to provide this data as it may identify individuals. Since we do not have their consent to release this data from their records, the information is exempt under section 38(1)(b) of the Freedom of Information (Scotland) Act i.e. to provide it would breach the Data Protection Act (2018).

## Question:

- The number of staff dismissed as a result of each of these incidents.

## Answer:

There were no dismissals (sexual misconduct).

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal). If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.



FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhsllothian.scot/FOI/Pages/default.aspx>

Yours sincerely

**ALISON MACDONALD**  
**Executive Director, Nursing**  
Cc: Chief Executive